



House of Representatives

General Assembly

File No. 50

January Session, 2009

Substitute House Bill No. 6189

House of Representatives, March 10, 2009

The Committee on Labor and Public Employees reported through REP. RYAN of the 139th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

AN ACT CONCERNING REPORTING STATISTICS BASED UPON GENDER IN WAGE REPORTS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-75 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective January 1, 2010*):

3 (a) No employer shall discriminate in the amount of compensation
4 paid to any employee solely on the basis of sex. Any difference in pay
5 based on sex shall be deemed a discrimination within the meaning of
6 this section, provided nothing herein shall be deemed to prevent the
7 operation of employment practices which recognize length of service
8 or merit rating as a factor in determining wage or salary rates.

9 (b) Each employer shall submit to the Labor Commissioner, in the
10 employer's quarterly wage report, the wages, gender and job
11 classification of each employee employed during the reporting period.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>January 1, 2010</i>	31-75
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LAB *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note**State Impact:**

Agency Affected	Fund-Effect	FY 10 \$	FY 11 \$
Labor Dept.	GF - Cost	Potential Minimal	Potential Minimal

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill requires employers to submit the wages, gender and job classification of each employee in their quarterly wage reports to the Labor Commissioner, and could result in a minimal cost associated with printing, postage, and programming costs of the updated report form.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

OLR Bill Analysis

sHB 6189

***AN ACT CONCERNING REPORTING STATISTICS BASED UPON
GENDER IN WAGE REPORTS.***

SUMMARY:

This bill requires each employer to include in its quarterly wage report the wages, gender, and job classification of each employee during the reporting period. This is in addition to current requirements that wage reports include (1) employee names, (2) Social Security numbers, and (3) wages earned in the quarter.

EFFECTIVE DATE: January 1, 2010

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable Substitute

Yea 11 Nay 0 (02/26/2009)